since 1983

01

BLENDED LEARNING PATHWAYS

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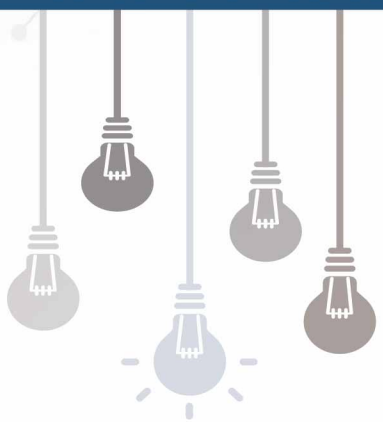
PATHWAY FRAMEWORK



01. DURATION

- The learning pathway is designed over a period of close 1 to 2 quarters.
- The successful learners will be awarded the Certificate by EIBFS post the final assessments.

02. ASSESSMENT

- There will be formative and summative assessments during the journey.
- Completion of all the courses is mandatory to qualify for certification.
- Summative assessment will be an objective online exam conducted 4 times in a year covering all the topics covered in the learning pathway

03. MENTORING

- The pathway will have two mentoring sessions with subject matter expert. The dates will be announced subsequently.

04. PROGRAM INVESTMENT

- As these programs are part of EIBFS Annual training plan, there wont be any additional training cost.
- However, an Exam and Certification fee of AED 1000 per person will apply for candidates appearing for the Certification.

05. TARGET AUDIENCE

- The Learning pathway is targeted at an intermediate to advanced level focused on creating a working knowledge of the domain.
- The ideal target audience is individual contributors with 1-2 years experience and/or new graduates being groomed for functional areas.
- Existing employees in the domain looking forward to updating their skills and getting certified can also join the pathway.

06. RECOGNITION OF PRIOR LEARNING

- Learners who have attended the courses in the pathway at EIBFS in 2020, can be exempt from attending these courses upon producing Certificate of attendance.

CREATING BUSINESS IMPACT FROM PATHWAY: SUGGESTIONS

1. Job Placement in respective domain while undertaking the learning journey

- To ensure effective learning which translates to business impact, it is important that the learner is placed to some role in the domain while undergoing the learning journey.

2. Line Manager Involvement : Debriefing sessions

- As the topics are highly technical in nature and involve practical aspects, the learning effectiveness is when the line manager gets involved in the learning
- It is suggested that post each topic there is a one on one debriefing session

EIBFS LEARNING PATHWAYS

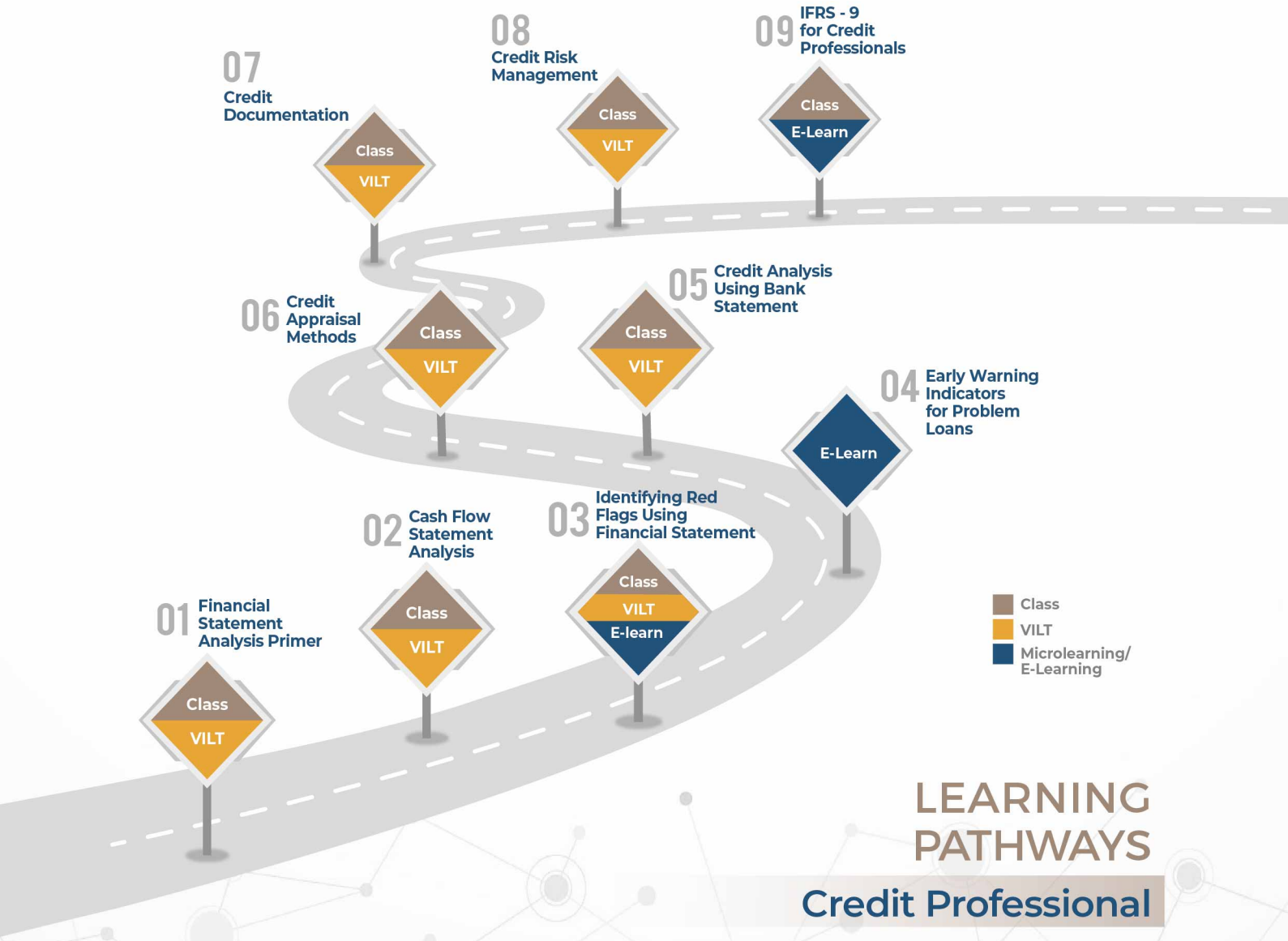
EIBFS CERTIFIED CREDIT PROFESSIONAL

Related Roles :

Credit Analyst, Credit Manager, Credit Operations, Credit Monitoring, Credit Risk or similar related roles.

Upon completion of the learning pathway, the learners will be able to:

- Develop working knowledge of the credit management process from initiation, underwriting, monitoring and credit risk management.
- Understand and apply the credit analysis methodologies using financial statement analysis and other techniques.
- Prepare sound credit proposals for approvals.
- Develop working knowledge on the credit documentation framework and methods.
- Understand, analyze and report credit risk as per the Basel guidelines, IFRS-9 etc.



LEARNING PATHWAYS

Credit Professional

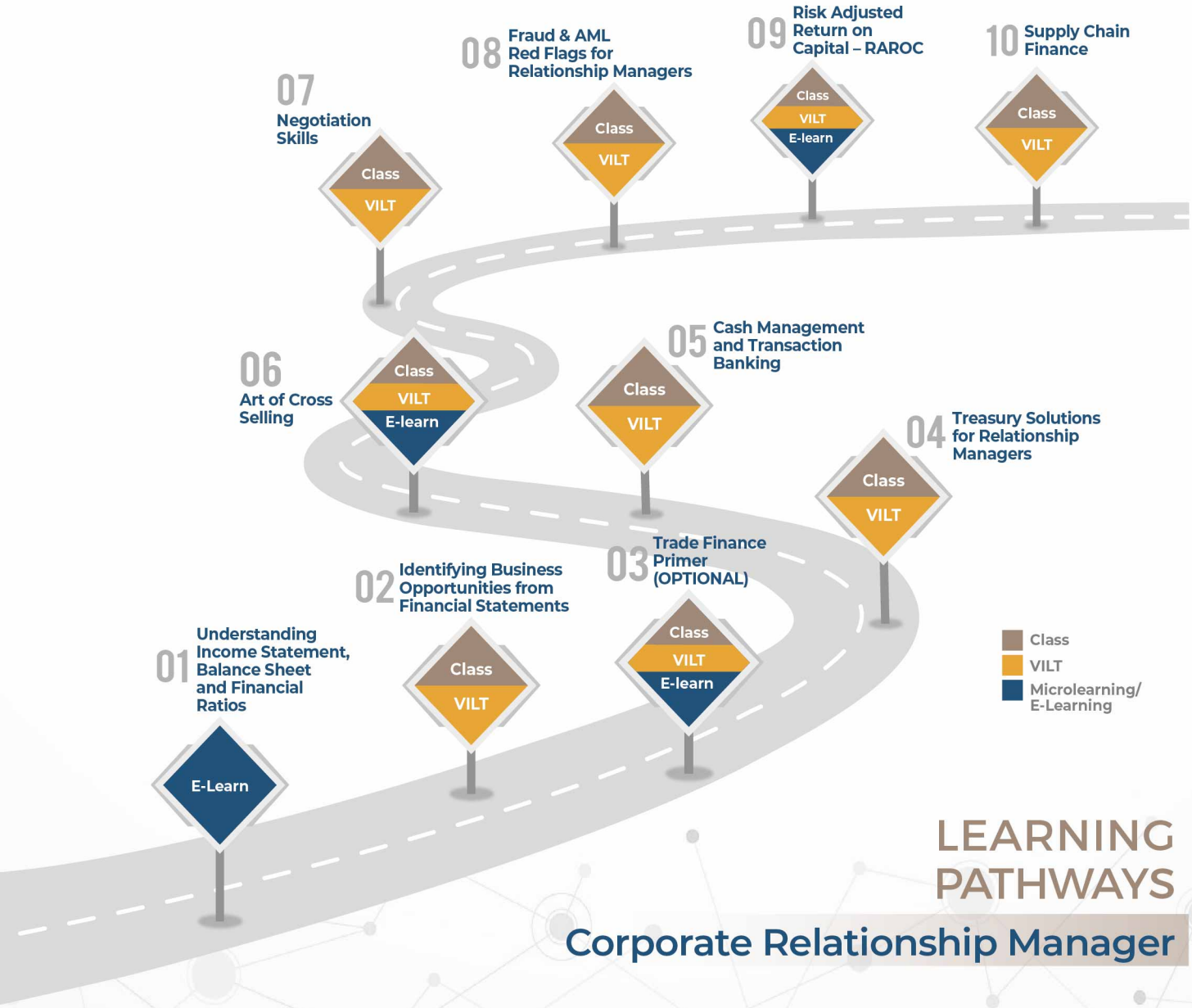
EIBFS CERTIFIED CORPORATE RELATIONSHIP MANAGER

Related Roles :

Relationship Manager, Assistant Relationship Manager, or similar client facing roles in Corporate and Business Banking

Upon completion of the learning pathway, the learners will be able to:

- Understand how to acquire, sustain, and offer right products to the corporate clients for all their business requirements.
- Understand the client's business to assess business opportunity and risks.
- Knowledge of sound credit proposals for approvals.
- Know the compliance aspects regarding fraud and red flags to monitor and prevent losses.
- Understand and analyze financial statements to know the financial strength of the companies.
- Acquire the skill of powerful negotiation, cross and upselling to increase the wallet share of the Bank.



LEARNING PATHWAYS

Corporate Relationship Manager

EIBFS LEARNING PATHWAYS

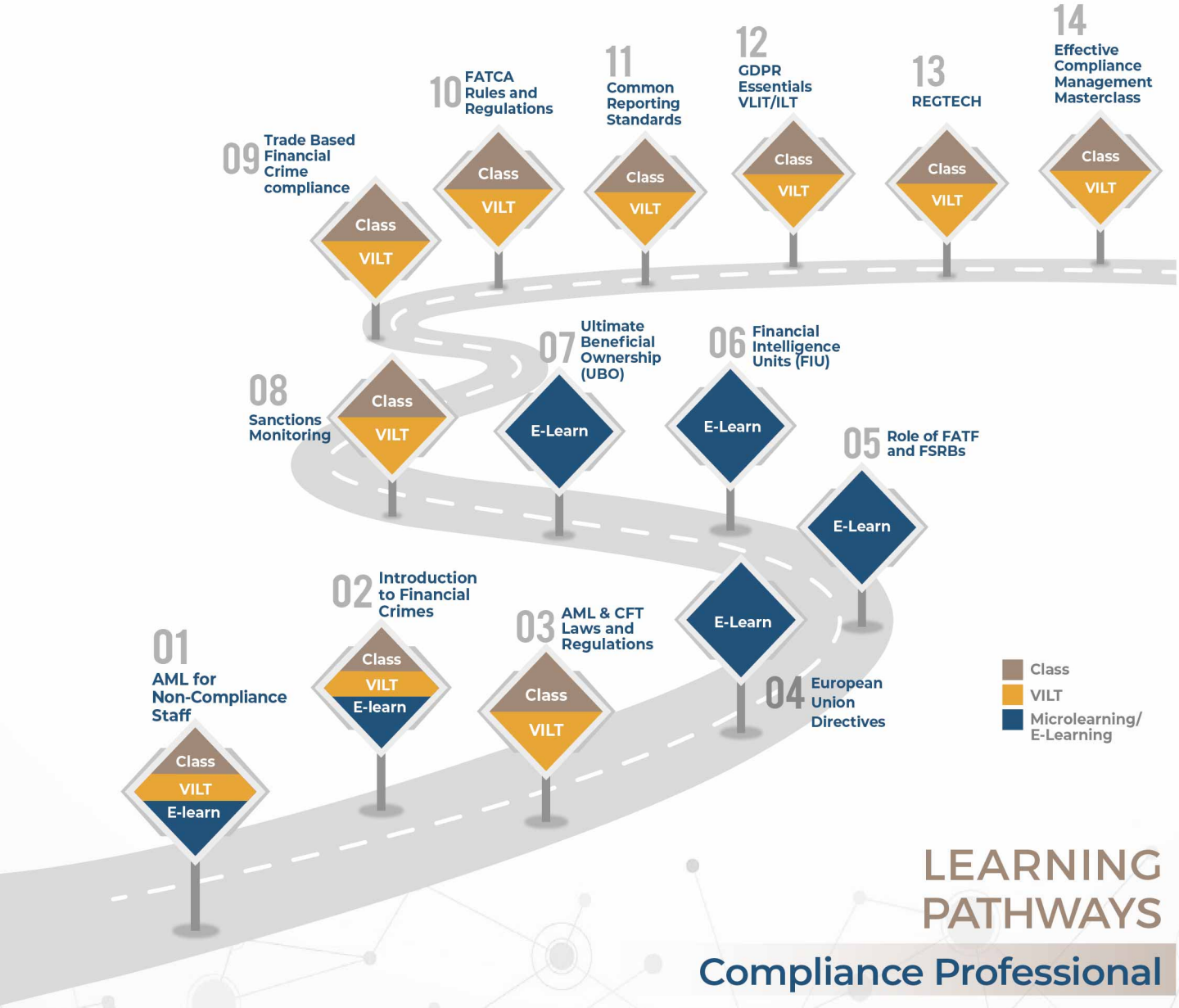
EIBFS CERTIFIED COMPLIANCE PROFESSIONAL

Related Roles :

MLRO, AML Manager, KYC & CDD Manager, Compliance Officer, Transaction Monitoring officer, AML Sanctions Manager, Internal Auditor, FCC Compliance Officer or similar roles

Upon completion of the learning pathway, the learners will be able to:

- Understand of the AML and CFT principles based on the UAE federal laws and Central Bank regulations.
- Develop working knowledge about the international recommendations and guidelines in the compliance domain from FATF and FSRs.
- Identify the different type of "sanctions" and the sanction screening process.
- Understand of International recommendations and guidelines relating AML /CFT/ FATCA /GDPR/CRS.
- Understand the role of technology in fighting financial crime.



LEARNING PATHWAYS

Compliance Professional

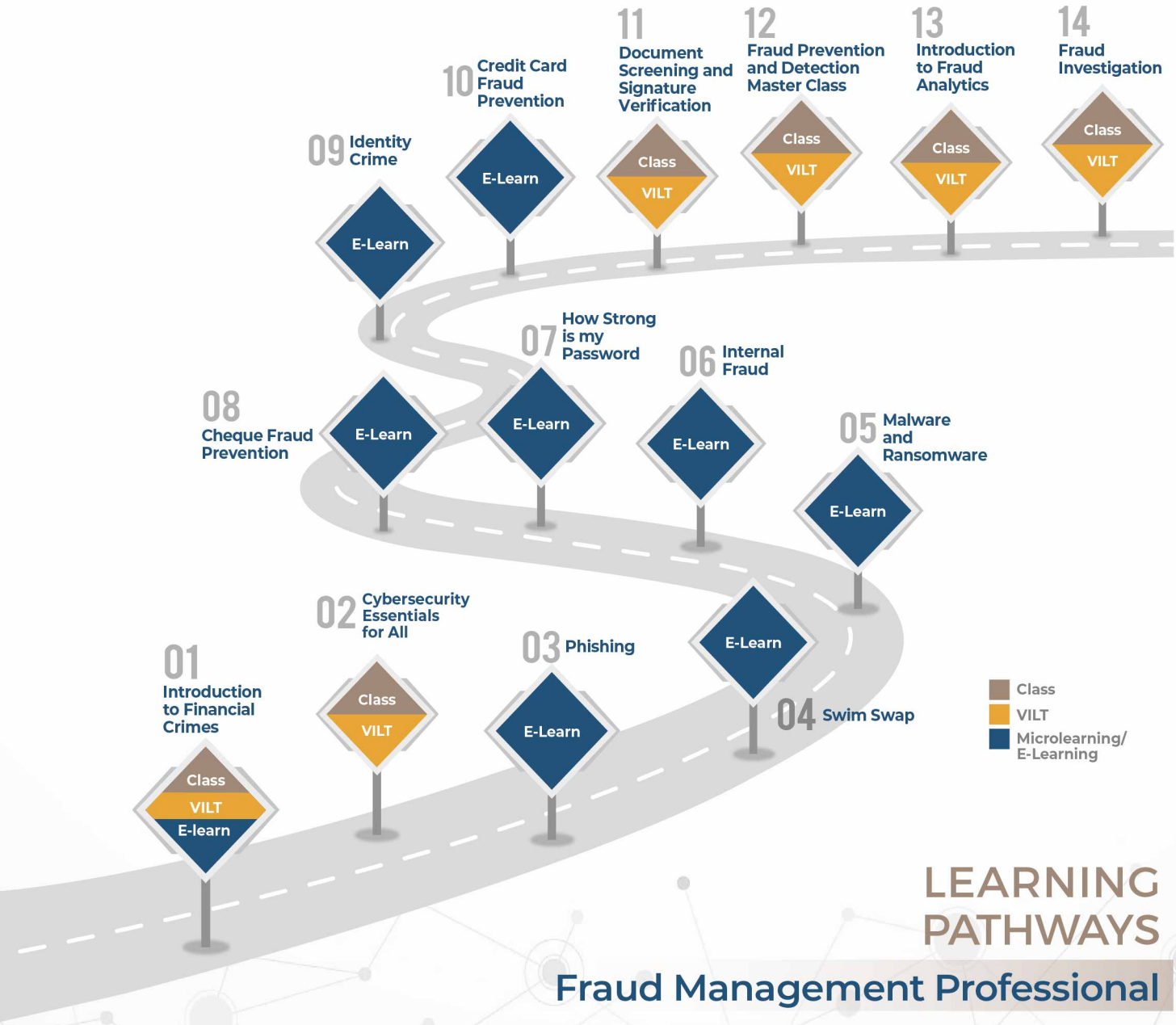
EIBFS CERTIFIED FRAUD MANAGEMENT PROFESSIONAL

Related Roles :

Fraud Prevention and Detection Manager, Fraud Risk Monitoring Officer, Fraud Examiner, Fraud Control Unit Manager, Manager - Internal Control, Manager - Fraud Operations, Internal Auditor

Upon completion of the Learning pathway, the learners will be able to:

- Identify and prioritize of fraud risks within the organisation.
- Understand the different types of frauds.
- Familiarize with the key aspects of fraud prevention and detection for internal controls.
- Understand the importance of fraud analytics – opportunities and challenges.
- Plan and conduct Internal fraud examination.



LEARNING PATHWAYS

Fraud Management Professional

EIBFS LEARNING PATHWAYS

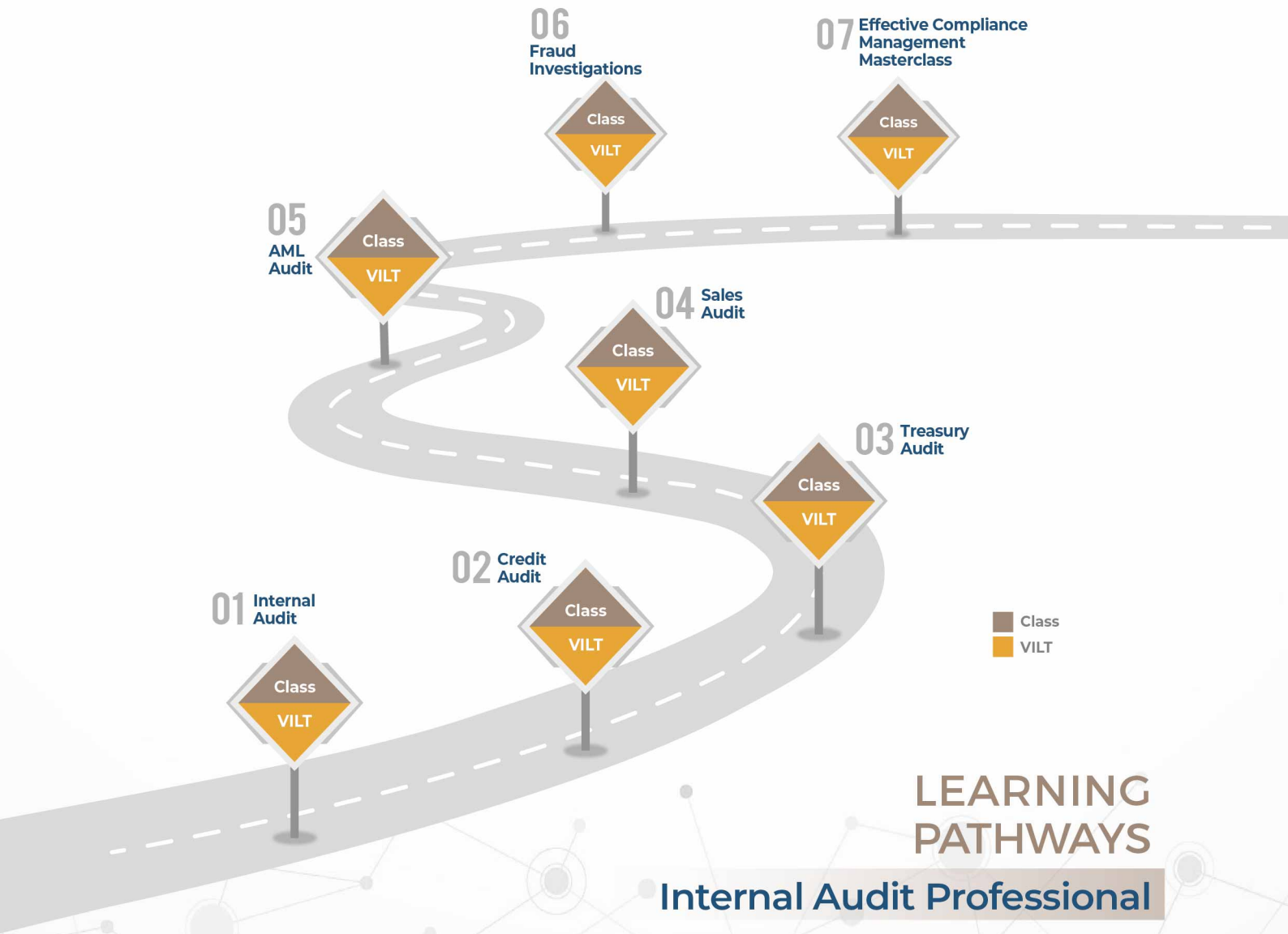
EIBFS CERTIFIED INTERNAL AUDIT PROFESSIONAL

Related Roles :

Internal Auditors, Compliance Officers, all staff of Audit and Risk Departments.

Upon completion of the learning pathway, the learners will be able to:

- Identify areas to be audited by grouping, end-to-end transaction and product processing cycles.
- Prioritize auditable units and develop and implement risk-based auditing tools & techniques.
- Create an effective AML audit / review program.
- Identify treasury risks. Review of treasury policy, operational risk controls, market risk controls and model code of conduct.
- Review compliance with regulations and credit policy.
- Plan and conduct internal fraud examination.
- Understand the elements that contribute in implementing a comprehensive compliance monitoring and management system.



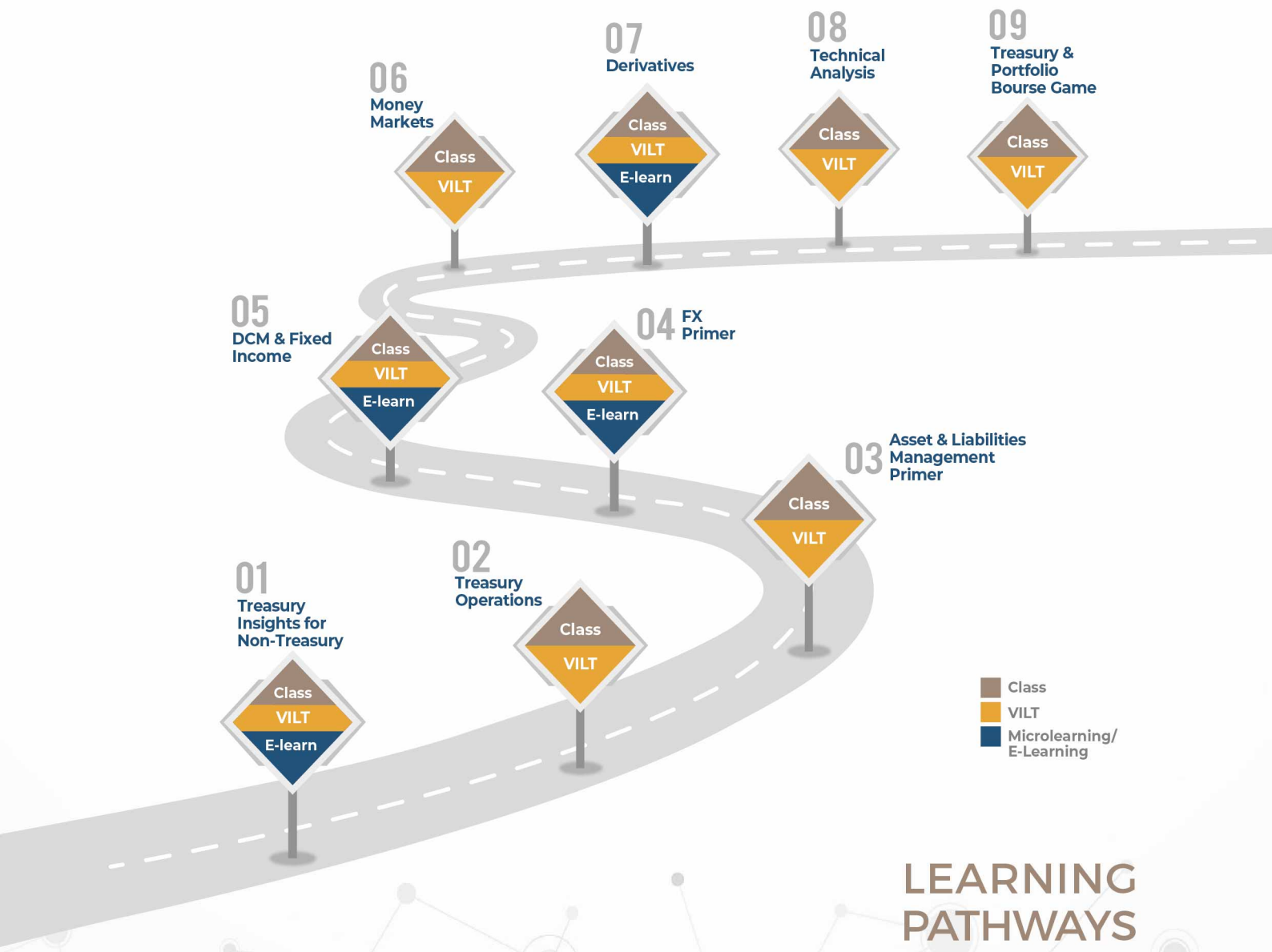
EIBFS CERTIFIED TREASURY PROFESSIONAL

Related Roles :

Treasury Dealers, Treasury Mid Office, Treasury Back Office, Market Risk Management, Treasury Sales, Treasury Audit, and other related roles.

Upon completion of the Learning pathway, the learners will be able to:

- Understand the structure, role and working of the treasury function in a bank.
- Understand the various asset classes and their functioning
- Analyze how to make profitable trading and investment decisions and manage the risk on the portfolio
- Apply the learnings to the actual dealing and trading environment



LEARNING PATHWAYS

Treasury Professional

EIBFS LEARNING PATHWAYS

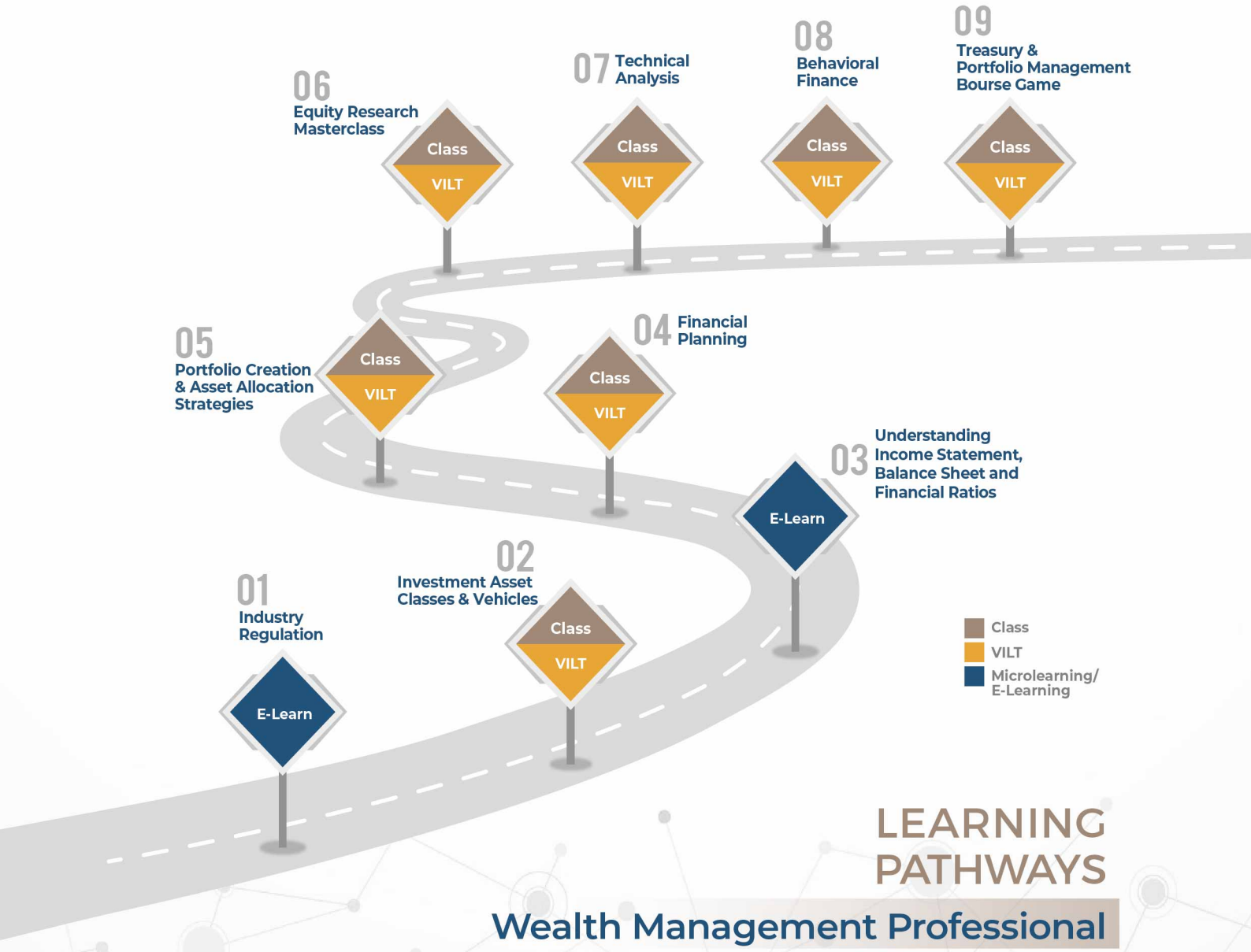
EIBFS CERTIFIED WEALTH MANAGEMENT PROFESSIONAL

Related Roles :

Wealth Relationship Managers, Assistant Relationship Managers, Portfolio Managers, Private Banking, Priority Banking and other related roles

Upon completion of the learning pathway, the learners will be able to:

- Demonstrate working knowledge of wealth management domain.
- Understand holistically the nature of the client's requirements
- Develop working knowledge of various asset classes like equity, fixed Income, real estate, structured products etc.
- Understand how the portfolio managers create and manage the portfolio based on the risk appetite of the client and the market conditions.
- Understand the process and tools of managing risks of the client portfolio



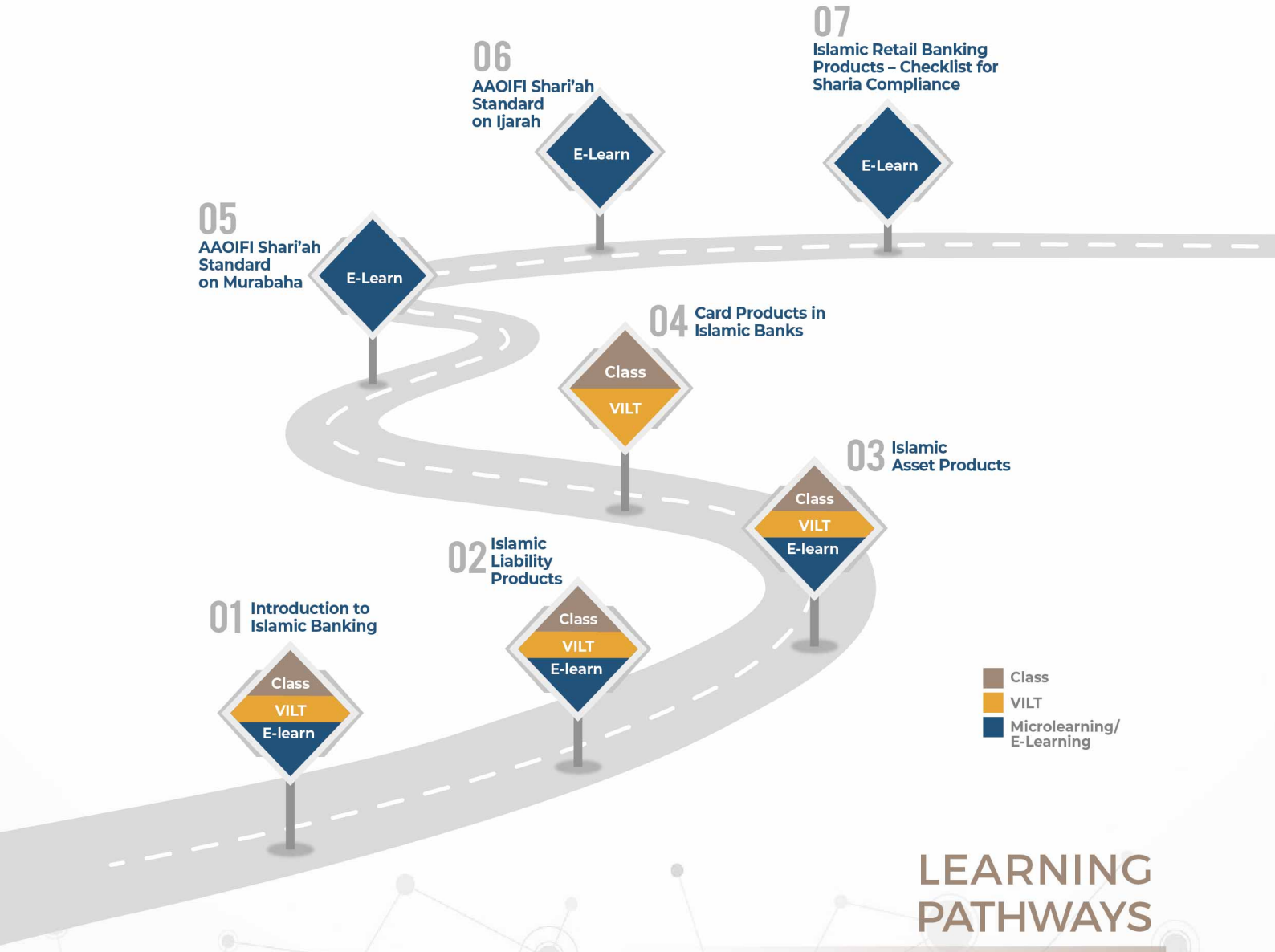
EIBFS CERTIFIED ISLAMIC RETAIL BANKING PROFESSIONAL

Related Roles :

Islamic Banking Professionals in Retail Banking, Operations, Sales etc.

Upon completion of the learning pathway, the learners will be able to understand:

- Fundamental principles and key concepts of Islamic Banking and Finance.
- Regulatory, Shari'ah and ethical framework for Islamic Banking and Finance Institutions.
- Structure and mechanism of Islamic Retail Banking products and services.
- AAOIFI shari'ah standards for Murabaha and Ijarah.
- Shariah compliance guidelines for documentation, procedure, and implementation of Islamic transactions.



LEARNING PATHWAYS

Islamic Retail Banking Professional

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EIBFS CERTIFIED QUALITY AND INNOVATION PROFESSIONAL

Related Roles :

Quality Analyst, Quality Manager, Customer Experience Managers, IT Manger, Operations Manager, or similar related roles

Upon completion of the learning pathway, the learners will be able to:

- Demonstrate working knowledge of the concept of quality and its application in banking and financial sector.
- Understand and apply quality management models like 5S, change management, seven tools of quality, business process reengineering and lean six sigma.
- Demonstrate working knowledge of agile principles and how it can be applied to the banking environment.
- Understand the innovation culture in banking sector and how to embrace change in a positive way.

LEARNING PATHWAYS

Quality and Innovation Professional

EIBFS CERTIFIED TRADE FINANCE PROFESSIONAL

Related Roles :

Corporate Relationship Managers, Trade Finance Specialist, Officials in Trade Finance & Credit Department, Internal Auditors.

Upon completion of the learning pathway, the learners will be able to:

- Understand of fundamental principles of trade finance, parties, and roles of each of them.
- Understand the INCO terms, dealing with responsibilities of buyers and sellers for the delivery of goods under sales contracts for international trade.
- Determine how the practices articulated in UCP 600 are applied by documentary practitioners.
- Understand of Bank Guarantees and Standby Letters of Credit and its legal frameworks.
- Understand the various parties in the supply chain and the products offered to the clients.
- Analyze trade based money laundering and other financial crimes.

LEARNING PATHWAYS

Trade Finance Professional

EIBFS LEARNING PATHWAYS

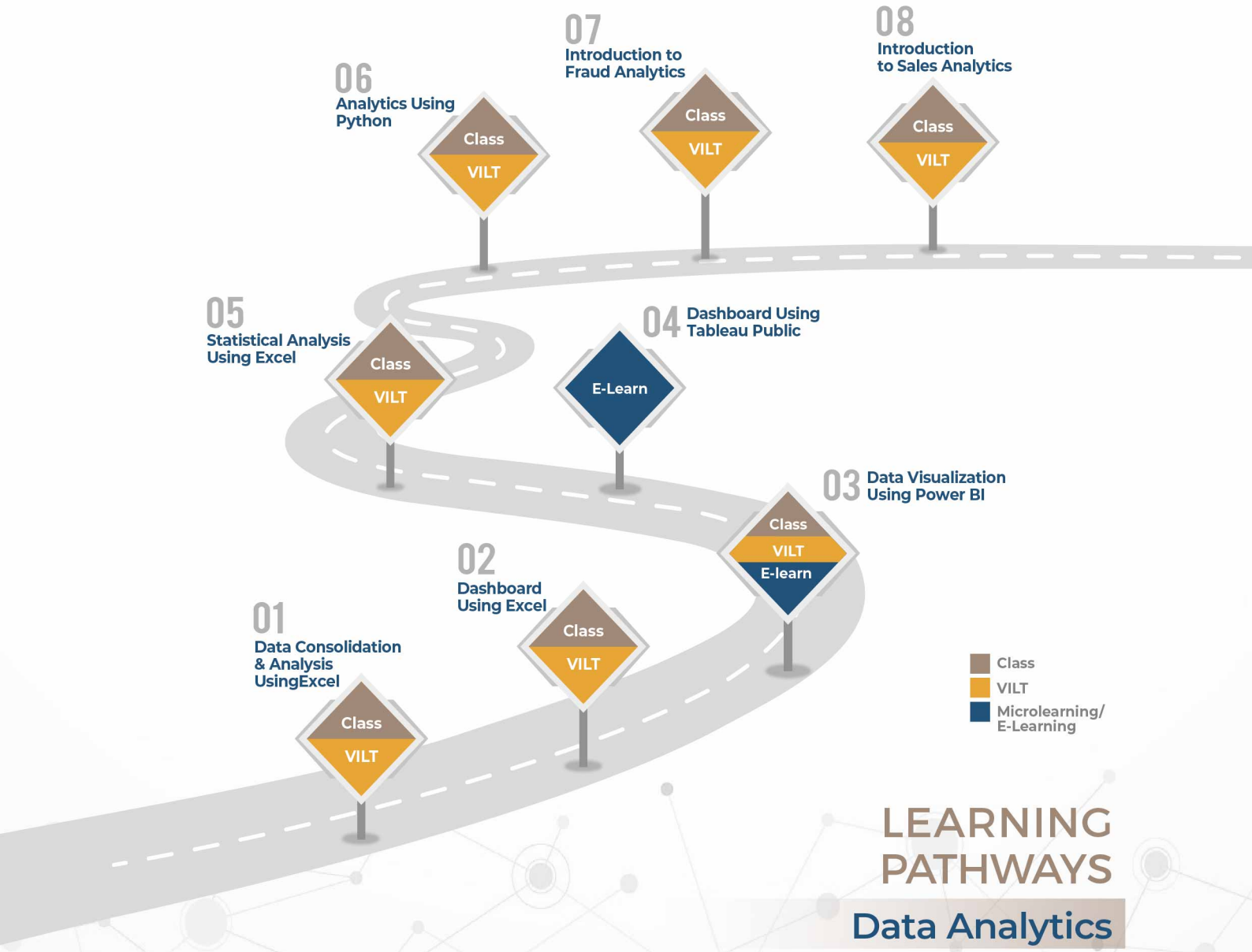
EIBFS CERTIFIED DATA ANALYTICS PROFESSIONAL

Related Roles :

Analysts, Managers and others based on relevance

Upon completion of the learning pathway, the learners will be able to:

- Inspect, cleanse, transform and model data.
- Discover useful information that supports decision making.
- Present visual insights with dashboard and using charts.
- Approach business problems analytically and analyze data to generate business insights.
- Understand the usage of tools like Microsoft Excel, Python, Power BI, Tableau Public



LEARNING PATHWAYS

Data Analytics

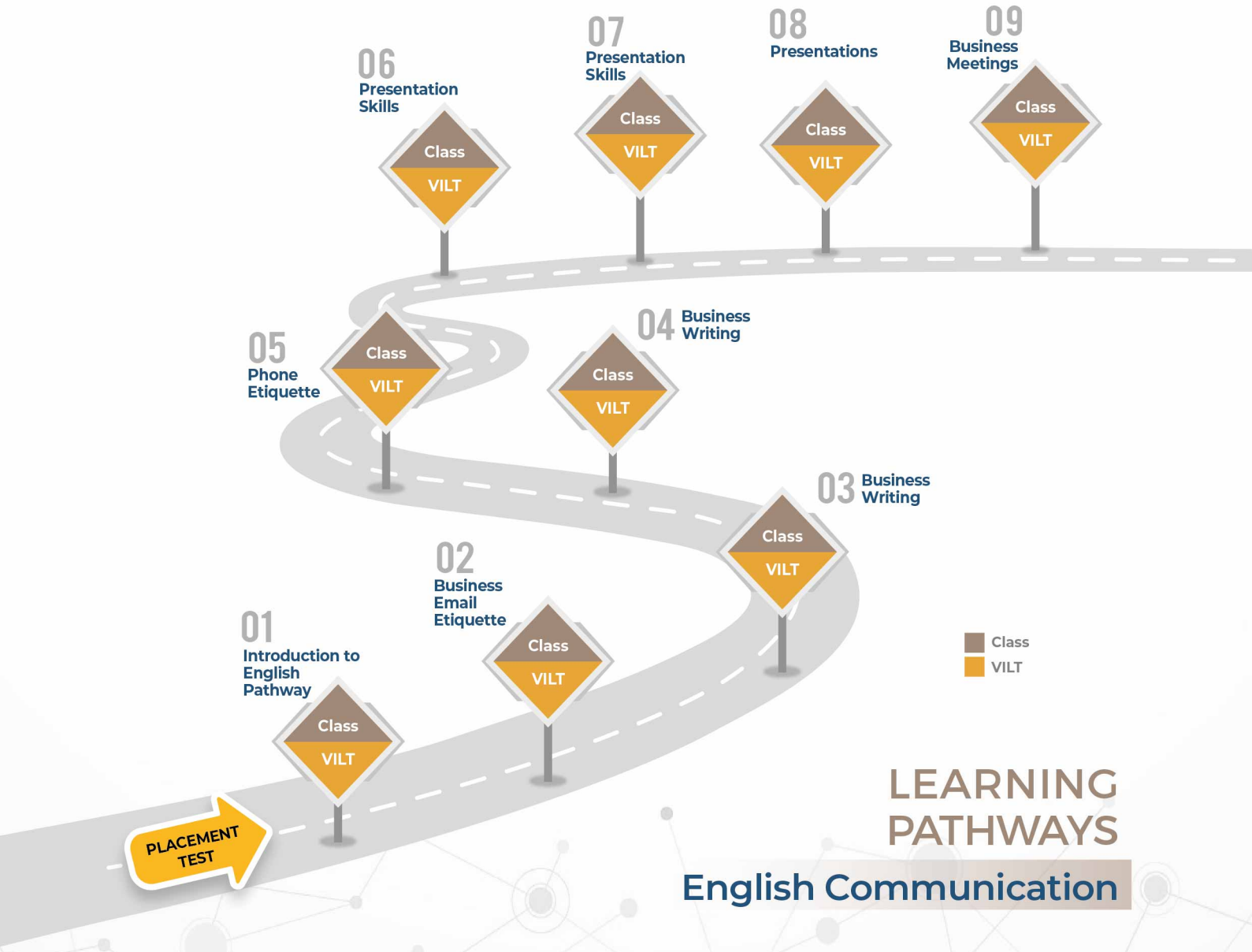
EIBFS CERTIFIED IN ENGLISH COMMUNICATION

Purpose

This program is designed for learners who want to become proficient in the English language to further themselves professionally. Learners will focus on the four primary language skill sets — reading, writing, listening and speaking, and grammar. They will also gain the vocabulary, fluency, and confidence necessary to succeed in professional settings.

Course Learning Outcomes:

- Compose sentences that reflect proper syntax, grammar, and mechanics (i.e., spelling, punctuation, capitalization, word order, verb forms, and subject-verb agreement).
- Connect ideas logically when writing and speaking.
- Select words that clearly convey intended meaning.
- Demonstrate effective body language (eye contact, posture, gesture, expression, tone) when giving presentations and meetings.



LEARNING PATHWAYS

English Communication